

**Position Description**

**position title: Behaviour Support Clinician**

**responsible to: Disability Services Coordinator**

|  |
| --- |
| **Our Vision**  To be a strong community business expanding opportunities for all.  **Our Mission**  To provide opportunities for growth, development, support & security for people with disabilities and their communities.  **Our Values**   * Professionalism and Continuous Improvement * Learning and Development * Quality and Dedication * Accountability and Transparency * Understanding and Compassion * Creativity and Innovation * Community Participation and Teamwork |

|  |
| --- |
| Position Purpose The role involves the provision of capacity building Person Centred behaviour support services to a varied and complex caseload. Duties include assessment, design and delivery of interventions as well as monitoring and evaluating the implementation of positive BSPs in line with the National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018 |

|  |  |  |
| --- | --- | --- |
| Inherent requirements and responsibilities | Performance Measures(what to do) | **Key Performance Indicators**  (how it may be demonstrated) |
| Assessments | Undertake functional assessments of behaviour | Functional assessments are completed in a timely manner in line with relevant professional standards and under the guidance of a senior practitioner when required |
| **Develop, and monitor Behaviour Support Plans (BSPs)** | Develop person centred evidenced based BSPs | BSPs are produced that meet relevant quality standards (e.g. BIP II, NDIS Practice Standards, PBS Capability Framework) |
| Collect data and seek feedback from participants, implementers and relevant stakeholders throughout the intervention period | Plan implementation is monitored. Plans are reviewed and updated as required taking into account data from a range of relevant sources. |
| **Provide clinical knowledge and expertise** | Provide advice on behaviour support to support participants with a diverse range of complex needs | Feedback indicates advice is available as required and there is satisfaction with the supports provided. |
| **Counselling and skills building** | Provide one-on-one counselling and implement daily and/or social skills building activities where required. | Case notes indicate counselling or skills building is provided as required.  Positive feedback is received form participants and stakeholders about the supports provided |
| **Training and support** | Provide training and coaching for disability support workers and other implementers on positive behaviour support | Training records, case notes and support plans or linked programs indicate a high level of support to disability support workers to understand and implement positive BSPs and programs.  Provides support to plan implementers regarding therapeutic supports to be delivered |
| **Supervision and professional development** | Undertakes required supervision, training and Professional development activities | There is positive engagement in the supervision process |
| Issues which require additional clinical oversight are accurately identified and referred to the supervisor |
| Undertakes all required training or professional development activities and maintains any required registrations. |
| **Support and monitor the implementation of BSPs** | Ongoing support is provided to implementers and plans are monitored to promote positive participants outcomes | Feedback from stakeholders indicates satisfaction with the support provided.  Case notes provide evidence of ongoing monitoring and support. |
| **Positive relationships with Participants and Stakeholders** | Establish effective relationships with participants, their family and other stakeholders to gather information for input into case plans and ensure their views are represented. | Feedback from participants and stakeholders indicates a positive relationship that supports participant goals. |
| Communicate clearly and effectively with relevant parties to gather information and provide direction | Communication strategies are appropriate to the circumstances and meet the needs of the participant, stakeholder, and legislative and policy requirements |
| **Manage Risk** | Identify high-risk situations and environments and provide appropriate advice to manage risks | Risks are identified  Suitable risk management strategies are developed and reviewed. |
| **Continuous improvement** | Take opportunities to increase skills and use initiative. | Feedback is accepted in an open and receptive manner  There is active participation in the supervision and annual appraisal process.  Relevant meetings, training activities etc. are attended and there is active participation.  Sustainable environmental practice is supported. |
| **Be compliant with Multitask policies and procedures as amended from time to time.** | Demonstrate knowledge and understanding of policies and procedures | Policies and procedures are adhered to at all times. |
| **Comply with Equal Opportunity and relevant legislation and support diversity.** | Support a work environment that is free from discrimination, harassment, bullying and refrain from engagement in any activities that may be offensive, humiliating, uncomfortable for; or derogatory towards; other staff or the community. | Interactions with clients and colleagues are undertaken in a sensitive manner. There is positive feedback from others regarding your interactions. |
| Cultural and linguistic diversity is taken into consideration. |
| Other duties related to the role as requested by the Disability Services Coordinator or Nominee. | | |

|  |
| --- |
| **Role Criteria** |
| **Qualifications**   * Tertiary qualifications in Psychology, Social Work, Occupational Therapy or relevant discipline * Experience in the delivery of Positive Behaviour Support including assessment, functional analysis, formulation and writing BSPs * Strong written communication, participant/stakeholder engagement and mediation skills. * Registration with APHRA and/or registration as an NDIS Behaviour Support Practitioner highly regarded.   **Professional skills and experience**   * Demonstrated capacity to meet the requirements of a core practitioner under the PBS Capability framework. * Previous experience in working with individuals, families or groups. * Demonstrated experience in assessing and planning intervention for participants who exhibit behaviours of concern including high-risk behaviours. * Ability to work within a multi-disciplinary team. * Demonstrated experience in implementing participant–centred / family-centred interventions. * Experience working in a culturally sensitive manner with participants from diverse cultural backgrounds * Current Driver License   **Interpersonal skills and experience**   * Demonstrated analytical skills and ability to problem-solve and use initiative. * Strong communication skills and demonstrated capacity to collaborate as part of a diverse team. * Ability to work autonomously and utilise time effectively |



**Variation to Conditions of Employment**

These conditions of employment, your duties and your location may be varied by Multitask during the term of your employment. The terms and conditions in this Position Description are to be read in conjunction with the general terms and conditions of employment which form part of your letter of offer.

**Agreement**

I hereby accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the general terms and conditions of employment and I agree to abide by the terms and conditions stipulated therein.

**Name:**  **Signature:  Date:**

(Please Print)